



## NOTICE OF PLAN AMENDMENTS

- To: Participants in the Savannah River Nuclear Solutions, LLC Multiple Employer Pension Plan ("Plan") and their Beneficiaries and Alternative Payees under a Qualified Domestic Relations Order.
- Re: Pay received from Affiliated Employers after June 30, 2009 will be excluded from Pension Calculations, effective July 1, 2009. After June 30, 2009 and Effective July 1, 2009, service with Affiliates will no longer be recognized for purposes of Eligibility Service credit. The Plan is closed to New Hires and Rehires.

### I. Introduction

This Notice is being provided pursuant to 204(h) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") and Section 4980F of the Internal Revenue Code, as amendments have been adopted to the above-referenced Plan that may reduce the amount of the future benefit that you receive from the Plan, if you receive Pay from an Affiliated Employer or you have service with an Affiliated Employer.

The Plan is also closed to new hires and rehires. Therefore, if you terminate employment with your current Sponsoring Employer, you will not be permitted to again participate in the Plan, even if you are later hired by a Sponsoring Employer.

### II. Explanation of Amendments

- (i) Description of Current Plan Provision. Currently, when an Employee performs work for an employer that is affiliated with an Employer sponsoring the Plan, such Pay is included for purposes of calculating your pension benefit under two circumstances:
- (1) when you transfer from an Affiliated Employer to an Employer sponsoring the Plan, your base salary with the Affiliated Employer is utilized if necessary to establish a 36 consecutive month Pay history for purposes of calculating your Average Monthly Pay under the Plan, and
  - (2) after working for an Employer sponsoring the Plan if you subsequently transfer directly to an Affiliated Employer, your base salary received from the Affiliated Employer will be considered as Pay under the Plan, as long as you have a continuous period of service. In addition, while service with an Affiliated Employer is not utilized to determine your Accrued Benefit under the Plan, such service is utilized to determine your eligibility to receive early or normal retirement benefits under the Plan.
- (ii) Description of Amendments. Effective July 1, 2009, Pay or base salary received from an Affiliated Employer after June 30, 2009 will not be considered for any purpose under the Plan.

Effective July 1, 2009, service with an Affiliated Employer after June 30, 2009 will not be counted for purposes of eligibility to receive early or normal retirement benefits.

(iii) Effect of the Amendments. If you transfer to or from an Affiliated Employer, your future benefit under the Plan may be reduced by these Amendments, because your base salary received from an Affiliated Employer after June 30, 2009 will no longer be considered as Pay when calculating your benefit under the Plan. In addition, you may not become eligible for certain early or normal retirement benefits, as your service with Affiliated Employers will not be counted for such purposes.

(iv) Definition of Affiliated Employer. The definition of Affiliated Employer was not changed by the Amendments. An Affiliated Employer is a member of a controlled group or affiliated service group of the Employer sponsoring the Plan and is recognized by an ownership by the controlled group of greater than or equal to 80 percent. When an Employer ceases to sponsor the Plan, members of such Employer's controlled group or affiliated service group will also cease to be Affiliated Employers. Service with, or Pay received from, an employer who no longer sponsors the Plan or from an affiliate of such employer is never utilized to calculate benefits, eligibility or vesting under the Plan.

(v) Plan Participation Closed to New Hires and Rehires. The Plan was also amended to close the Plan to new hires and rehires, including transferred employees. Individuals who were hired by SRNS after August 1, 2008 or by Washington Savannah River Company, LLC, Bechtel Savannah River Incorporated, BNG America Savannah River Company or BWXT Savannah River, their successors or assigns, after December 8, 2008, are generally not permitted to participate in the Plan. Therefore, if you terminated employment and are later rehired, you will generally not be able to again participate in the Plan. In other words, the Plan has been closed to new hires, and rehires, including transferred employees.

### III. Questions/Actions

**If you are currently working for an Affiliated Employer of WSRC, BSRI, BNGA, or BWXT, and have been ineligible to receive your pension benefit, you will now be able to do so.**

**Please submit your request to receive your pension benefit (which will be effective July 1, 2009, unless otherwise requested) to [Retirement.Services@srs.gov](mailto:Retirement.Services@srs.gov). Your request should include your full legal name, SRS employee ID, and/or the last 5 digits of your Social Security Number. You must also have your employer submit your base pay/salary history for the most recent three years of employment with the Affiliated Employer(s). Please submit any questions you may have to [retirement.services@srs.gov](mailto:retirement.services@srs.gov).**

Date of Notice: May 15, 2009.